Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Bureau of Indian Affairs:BIA

For 1st Quarter 2009 for period ending December 31, 2008

			Con	ıparati	ve Data	ì
Complaint Activity	Pr	evious	Fiscal \	Year D	ata	2009Thru12-
	2004	2005	2006	2007	2008	31
Number of Complaints Filed	19	63	55	35	40	11
Number of Complainants	17	55	54	34	36	10
Repeat Filers	2	11	5	6	3	1
			Cor	mnarat	ive Dat	· a

Complaints by Basis			Com	parativ	e Data	1
Companies of Europe	Pro	evious 1	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	2009Thru12- 31
Race	10	28	23	8	15	5
Color	3	13	9	0	2	1
Religion	0	2	3	2	3	0
Reprisal	7	27	35	15	18	6
Sex	8	34	26	15	19	3

National Origin	4	13	10	8	4	0
Equal Pay Act	1	4	2	0	0	0
Age	9	24	14	10	10	2
Disability	5	11	6	5	4	1
Non-EEO	0	0	0	0	0	0
Complaints by Issue			Com	parativ	ve Data	ı
complaints by Issue	Pro	evious	Fiscal \	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2004	2005	2006	2007	2008	2009Thru12- 31
Appointment/Hire	0	2	4	6	3	1
Assignment of Duties	3	8	8	3	6	0
Awards	0	1	2	1	1	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	0	0	0	0
Reprimand	1	4	1	0	2	1
Suspension	1	2	2	3	0	1
Removal	0	0	1	1	1	0
Other	0	2	0	6	2	0
Duty Hours	0	1	1	0	0	0
Evaluation Appraisal	0	2	3	3	4	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	7	25	10	0	5	1
Sexual	2	10	14	2	4	0

Medical Examina	tion	0	1	0	0		0	0
Pay (Including Ov	vertime)	0	4	2	0		0	0
Promotion/Non-S	election	6	13	13	3 4		4	5
Reassignment								
Denied		0	1	0	0		1	0
Directed		3	2	2	2		0	0
Reasonable Accommodation		2	2	4	0		0	0
Reinstatement		0	0	0	1		0	0
Retirement		0	1	0	0		0	0
Termination		3	14	13	3 3		6	1
Terms/Conditions Employment	of	3	5	3	0		1	1
Time and Attenda	nce	1	14 13 3 6 1	0				
Training		1	3 14 13 3 6 1 3 5 3 0 1 1 1 2 3 0 0 0 1 4 10 1 1 0	0				
Other		3	1	5	5		1	0
			Co	mpa	arative	Dat	ta	
Processing Time]	Previou	s Fisca	al Ye	ear Da	ta		2009Thru12-
	2004	2005	200	6	2007	2	2008	31
Complaints pending during fiscal year								
Average number of days in investigation	404.83	290.88	359.	91	459.02	2 5	19.49	472.36
Average number of days in final action	0	0	323.	86	233.62	2 10	68.29	268.00

Complaint pending during fiscal year where hearing was requested								
Average number of days in investigation	465.00	288.8	3 3	329. <i>6</i>	58 4	134.39	532.44	458.25
Average number of days in final action	0	0	2	40.5	0	0	15.00	1.00
Complaint pending during fiscal year where hearing was not requested								
Average number of days in investigation	374.75	293.3	3 3	383.5	53 4	176.76	511.45	478.00
Average number of days in final action	0	0	4	137.2	20 3	323.17	387.29	535.00
Complaints Disi	nicced				Cor	nparat	ive Data	
by Agency						Year I		2009Thru12- 31
		2004	200)5 2	2006	2007	2008	
Total Complaints Dismissed by Age	ency	0	0		2	3	2	0
Average days pen prior to dismissal	ding	0	0		883	304	413	0
Complaints With by Complaina								

Total Complaints Withdrawn by Complainants		C)	0		2		4		0		0
Total Final Agency								ative		ıta		
Actions Finding	_	P	revi	ious	Fis	cal Y	ear	r Dat	ta			Γhru12- 31
Discrimination	20	004	20	005	20	006	20	007	20	008		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination					(Comj	par	ative	Da	ıta		
Rendered by Basis		P	rev	ious	Fis	cal Y	Zea1	r Da	ta			Γhru12-
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	004	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0

Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
		<u> </u>		<u> </u>		<u> </u>		<u> </u>			,	
Findings After Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
					(Comp	para	ative	Da	ıta		
Findings of Discrimination		P	rev	ious	Fis	cal Y	Zea1	r Da	ta			Thru12-
Rendered by Issue	20	004	20	005	20	006	20	007	20	008		31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including	0	0	0	0	0	0	0	0	0	0	0	0

Overtime)												
Promotion/Non- Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0

Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												-
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0

Directed	0	0	0	0	0	0	0	0	0	0	0	0			
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0			
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0			
Retirement	0	0	0	0	0	0	0	0	0	0	0	0			
Termination	0	0	0	0	0	0	0	0	0	0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0			
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0			
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0			
Training	0	0	0	0	0	0	0	0	0	0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0				
Other - User Defined	0	0	0	0	0	0	0	0	0	0					
Filed in Previous Fise Years by Status	cal						_	ear D	Т		2009Thru12				
·		20	04	200)5	2000	5 2	2007	20	800		31			
Total complaints from											31				
previous Fiscal Years		4	4	23	3	86		110	1	03		18			
previous Fiscal Years Total Complainants			4 3	23		73		110 99		03 96					
Total Complainants Number complaints)						1	09			
Total Complainants Number complaints pending	ng		3	20)	73		99		96	1	09			
Total Complainants Number complaints pending Investigation ROI issued, pending	ng	(3	20		73		99		22		1 1			
Total Complainants Number complaints pending Investigation ROI issued, pendin Complainant's acti	ng on		0	4		73 15 1		99 19 1		96 22 0	118				
Total Complainants Number complaints pending Investigation ROI issued, pendin Complainant's acti Hearing	ng on		33	4 1 4		73 15 1 15		99 19 1 19		96 22 0	1	1 49 29			

	Previous Fiscal Year Data					2009Thru12-
	2004	2005	2006	2007	2008	31
Pending Complaints Where Investigations Exceed Required Time Frames	3	13	30	28	42	40